

STAND. COM. REP. NO. 532-14

Honolulu, Hawaii

February 14, 2014

RE: H.B. No. 2649
H.D. 1

Honorable Joseph M. Souki
Speaker, House of Representatives
Twenty-Seventh State Legislature
Regular Session of 2014
State of Hawaii

Sir:

Your Committee on Human Services, to which was referred H.B. No. 2649 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"

begs leave to report as follows:

The purpose of this measure is to narrow the scope of prohibitions against employment discrimination based on status as a victim of domestic or sexual violence by:

- (1) Requiring domestic or sexual violence victims to provide a copy of a temporary restraining order or protective order to their employers for the prohibition to apply;
- (2) Requiring employers to post the temporary restraining order or protective order in the place of employment; and
- (3) Narrowing reasonable accommodations required of employers to making all necessary personnel aware of the protections afforded to the victims by the temporary restraining order or protective order and immediately contacting the police if the person against whom the order is issued violates the order at the workplace.



The Maui Chamber of Commerce; Valley Isle Produce, Inc.; HDC Corp.; Atlantis Adventures Hawaii; Arakaki-Regan & Associates, LLC; and a few individuals provided testimony in support of this measure. The Hawai'i Civil Rights Commission, Hawaii State Commission on the Status of Women, Women Helping Women, Domestic Violence Action Center, Hawai'i Women's Coalition, and several individuals provided testimony in opposition to this measure. The Department of Health and MSI Maui provided comments on this measure.


Your Committee has amended this measure by:

- (1) Changing its effective date to July 1, 2050, for the purpose of facilitating further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

Your Committee notes that this measure received considerable testimony in opposition. Your Committee further notes that some proponents of this measure have raised questions relating to the implementation of this measure and the reasonable accommodations required to be made by employers.

As affirmed by the record of votes of the members of your Committee on Human Services that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2649, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2649, H.D. 1, and be referred to the Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Human Services,


MELE CARROLL, Chair



State of Hawaii
House of Representatives
The Twenty-seventh Legislature

HSCR 532-14

Record of Votes of the Committee on Human Services

Bill/Resolution No.: HB 2649	Committee Referral: HUS, FIN	Date: 2/13/14		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
HUS Members	Ayes	Ayes (WR)	Nays	Excused
1. CARROLL, Mele (C)				✓
2. KOBAYASHI, Bertrand (VC)		✓		
3. BELATTI, Della Au			✓	
4. CREAGAN, Richard		✓		
5. HASHEM, Mark J.		✓		
6. JORDAN, Jo		✓		
7. MORIKAWA, Dee		✓		
8. OSHIRO, Marcus R.			✓	
9. WOODSON, Justin H.		✓		
10. FUKUMOTO, Beth		✓		
TOTAL (10)		7	2	1
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <div style="text-align: center; font-size: 0.8em;">committee acronym(s)</div>				
Vice Chair's or designee's signature: _____				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				